

## Team Structure and Responsibilities

Project Team	Steering Team	Segal
<ul style="list-style-type: none"> <li>Actively participate in working sessions</li> <li>Assist City Project Coordinator in timely completion of project activities</li> <li>Assist in formulating actionable recommendations</li> </ul>	<ul style="list-style-type: none"> <li>Provide feedback and direction</li> <li>Review and approve recommendations of the consultant</li> <li>Project Team for presentation to Senior Management</li> </ul>	<ul style="list-style-type: none"> <li>Consultant</li> <li>Total Compensation expertise</li> <li>Project Management</li> </ul>
Jean Smith Project Coordinator	Donna Kelley Executive Sponsor	Carol Mercer Project Manager  Elliot Sussels National Practice Leader
<ul style="list-style-type: none"> <li>Coordinates consistent communication regarding the project process and outcomes</li> <li>Manage day to day project team activities</li> </ul>	<ul style="list-style-type: none"> <li>Sponsors and champions the team</li> <li>Provides strategic direction</li> <li>Provides resources</li> <li>Is an advocate for team recommendations</li> </ul>	<ul style="list-style-type: none"> <li>Provides process expertise</li> <li>Facilitate discussion, focus and decision making</li> <li>Ensure productive use of time</li> </ul>
Anita Ebersole Members to be determined	Dan Johnson Lee Norris Freeman Cooper Wendell Rowe Daisy Madison Larry Zehnder Anthony Sammons Susan DuBose Jean Smith	Heather Kazemi Senior Consultant  Michael Finnerin Senior Consultant  Patrick Bracken Senior Analyst

Team members were chosen based on the following criteria:

- Diversity of organizational perspectives
- Ability to champion team decisions
- Interest in compensation issues
- Ability to make the time commitment

We recognize that no team structure can fully represent the breadth of the City. We are committed to the principle of inclusiveness throughout the project and will be achieving that through interviews and focus groups.